



& Champion  
Injection  
Molding Inc

# Quality by Design

## the news...

RSL and Champion look forward to 2012!

Although the prospect for significant growth in the building industry is unlikely, we have excellent opportunities to expand our sales by gaining market share.

Important prospective customers are considering switching to RSL because of our lifetime warranty, reliable reputation for good service & product quality, and innovative products like white caming, liquid crystal, blinds with wrought iron, and the best performing internal blind in our industry. Early in 2012, we will also introduce a new liquid crystal design (Galaxy), a new wrought iron design (Conquistador), a new white camed series (Brilliance), and a new black camed series (Paragon).

New R&D projects are underway to improve FTD and FTG sealants and develop an injection molded cap to eliminate screw plugs. Clearly, our strategy for success is to continue to improve and innovate.



*As a New Year begins, remember ...  
"Don't limit yourself by past experiences &  
tell all those you love how thankful you are  
for having them in your life.  
Let them know what they mean to you."*

## quality awards

There are many outstanding employees at Champion and RSL that day after day deserve our praise and thanks. We recognize these exceptional employees from each company in every Quality By Design newsletter. These people are congratulated for their superior performance and receive a Gift Card for \$50.

We are delighted to announce our next awards to Jermaine Crenshaw and Angela Downes.

**Jermaine Crenshaw** started as a temp worker for RSL Ohio June 2008. He started as a production worker and by September of that same year was hired as a full time employee. He has distinguished himself in the IG department as a butyler, which requires

exact work and reliability. He now leads that department, always exhibits a positive attitude and is a key support for Wanda Hayes, his production manager. Jermaine is looked up to and is well liked by his peers. We appreciate his significant role in RSL production.

**Angela Downes** started as a temp worker for Champion in May 2009. Soon after she was hired as a full time injection mold press operator. Angela has great attendance, a good attitude and a willingness to learn. She's always smiling and never complains. Her foreman, coworkers and management team appreciate her, and we wish her a long career at Champion.

Congratulations to Jermaine and Angela for their dedication and hard work! We appreciate the important role that they share in our success!

*Congratulations!  
Jermaine & Angela*



Best Wishes for  
the New Year &  
a Prosperous 2012



## goal setting & budgeting...

At this time of year it is common to set goals that rarely last more than a few days or weeks. If you are serious about wanting to set a goal, here are six strategies to follow for achieving your goals:

1) Your goals must be your own. Don't allow other people, commercials, or TV to influence your ideas of success. Decide now to create your own definition of success and stop worrying about what others think.

2) Your goals must be meaningful. Make goals that motivate you enough to sacrifice real time and effort to accomplish.

3) Your goals must be specific and measurable. Accurately define what you want. Vague generalizations aren't good enough. Be specific. A goal without a number is just a slogan.

4) Your goals must be flexible. A flexible plan allows you the freedom to change course if a better strategy or outcome becomes apparent.

5) Your goals must be realistic. Realistic goals get better results. Many people are unrealistic about how long it will take to achieve their goals and then they get frustrated and give up too soon.

6) Your goals should include some type of charity. Too many people are so focused on their own needs that they do not make the time or effort to also give back to society. You can give your time, expertise, money, or emotional support. Do it unconditionally and don't expect an immediate payback. It will come in due course, often in most unexpected ways.

Your goals need to be supported. Let those who are really important to you know what you plan to accomplish. They will be there to support and congratulate you when you need encouragement or point out when you have gone astray. Announcing your goal also may add incentives so that you don't give up. Good luck!!

Don't think that budgeting simply means not being able to spend money on what you want. It actually helps you afford the things that you really want. It's not tough. It takes a step-by-step plan that can help at any age.

Track your spending comprehensively for one to two weeks. List everything you've spent money on. There is likely some things that are not getting you much in return, like movies, cigarettes or take out coffee & lunch.

Start to save the money that you don't need to spend. Use alternatives like renting a movie or bringing in your lunch.

Make a realistic plan. How much is reasonable to spend each week on food, entertainment, savings? Be flexible and adjust as needed, until you have a plan that works.

Invest each month's surplus toward short term and long term goals. When you reduce your expenses and raise your savings, you can achieve your goals quicker.



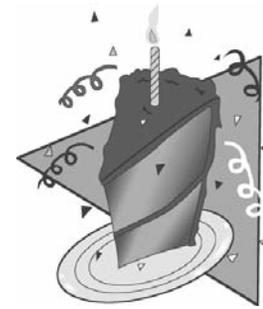
### LOUDER THAN WORDS

A truck driver stopped at a roadside diner for lunch. He ordered a cheeseburger, coffee, and slice of apple pie. As he was about to eat, three motorcycles pulled up outside. The bikers came in, and one grabbed the trucker's cheeseburger and took a bite from it. The second one drank the trucker's coffee and the third wolfed down the apple pie.

The truck driver didn't say a word. He simply got up, paid the cashier, and left. When he was gone, one of the bikers said, "He isn't much of a man, is he?"

"He's not much of a driver either," the cashier replied. "He just backed his 18 wheeler over three motorcycles."

## birthdays...



### January

Kathy Jacobs .....1/13  
 Donald Shipman .....1/14  
 Bill Willis .....1/22  
 Adam McMahan .....1/26

### February

Lashawn Bobbitt .....2/01  
 Jermaine Hall .....2/10  
 Aaron McMahan .....2/15  
 Bo Campbell .....2/18  
 Vivian Harvey .....2/20  
 Mark Munyon .....2/25  
 Sharon Mendick .....2/28

### March

Heather O'Shea-Botbyl .....3/09  
 Wendell Milliner .....3/22  
 Leda Sell .....3/27  
 Kimberly Bingham .....3/29

### April

Tom Upshir .....4/24  
 Valerie Melius .....4/27  
 Hoang Nguyen .....4/29

### May

Cathy Mort .....5/01  
 Patricia Eigenmann .....5/14  
 Anthony M. Tyma, Sr. ....5/20  
 Susan Denna .....5/22  
 Sharon Oran .....5/24

### June

Israel Castro .....6/06  
 Hilde Lewkowitz .....6/14  
 Rafael Navarro .....6/15  
 Chris Vingle .....6/16  
 Tobi Parker .....6/17  
 Louise Martin .....6/21  
 William "Soupy" Campbell .....6/25